

Tiny Toes Nursery LTD (Hoddesdon)

59 Ware Road, HODDESDON, Hertfordshire, EN11 9AB



Inspection date

14 July 2016

Previous inspection date

21 February 2013

The quality and standards of the early years provision	This inspection:	Inadequate	4
	Previous inspection:	Good	2
Effectiveness of the leadership and management		Inadequate	4
Quality of teaching, learning and assessment		Good	2
Personal development, behaviour and welfare		Inadequate	4
Outcomes for children		Good	2

Summary of key findings for parents

This provision is inadequate

- The management team and practitioner with lead responsibility for safeguarding children have a poor understanding of effective safeguarding procedures. They have failed to notify Ofsted and the relevant agencies of a number of allegations of abuse made against practitioners. This does not protect children's safety.
- Practitioners' knowledge of safeguarding procedures to protect children from harm is variable across the team. Safeguarding policies do not include a procedure to follow in the event of an allegation being made against a practitioner.
- Children's safety is compromised as not all risks and hazards are identified. Practitioners fail to take immediate action to minimise identified risks.
- There are inconsistencies in the accuracy of recording children's hours of attendance.
- The manager has not yet created a well-established method of supervision for practitioners to identify and support their training needs.
- Fresh drinking water is not available for children at all times to maintain their good health.

It has the following strengths

- Children are enthusiastic learners who are keen to explore and investigate. They engage in a rich range of interesting learning experiences, indoors and outdoors. For example, they learn about life cycles as they observe chicks hatch from their eggs.
- The well-qualified practitioners accurately assess children's development. They complete detailed observations that are used to inform children's individual next steps in learning based on their interests.

What the setting needs to do to improve further

The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

	Due Date
■ implement effective procedures to follow when allegations are made against practitioners, including timely referral to the relevant agencies and accurate recording of any action taken	09/08/2016
■ ensure that all practitioners are alert to any indications that a child may be suffering from harm	09/08/2016
■ ensure that the safeguarding policy includes the procedure to follow in the event of an allegation being made against a practitioner	09/08/2016
■ ensure that the space and equipment used for the purposes of childcare are safe and suitable	28/07/2016
■ ensure that a daily record is kept of the names of children looked after on the premises and their hours of attendance	14/07/2016
■ ensure that fresh drinking water is available and accessible to all children at all times in order to help maintain their good health	09/08/2016
■ implement more effective arrangements for the supervision of practitioners, identifying any performance issues and providing appropriate training to address them	09/08/2016
■ take all reasonable steps to remove or minimise hazards so that children are not exposed to risks, with particular regard to cleaning materials and equipment, electric fans and trailing wires.	09/08/2016

Inspection activities

- We carried out this inspection as a result of a risk assessment, following information we received about this provider.
- The inspector assessed how practitioners manage children's behaviour and viewed the suitability of all areas used by children.
- The inspector observed the quality of teaching during activities indoors and outdoors and assessed the impact this has on children's learning. She spoke to practitioners and children at appropriate times throughout the inspection and viewed children's observation and assessment records.
- The inspector completed a joint observation with the manager.
- The inspector held meetings with the manager, provider and deputy manager. She looked at relevant documentation, such as the nursery's policies and procedures and risk assessments. She viewed evidence of the suitability of staff working in the nursery.
- The inspector spoke to a selection of parents during the inspection and took account of their views.

Inspector

Lorraine Pike

Inspection findings

Effectiveness of the leadership and management is inadequate

The arrangements for safeguarding children are not effective. The management team and the designated lead practitioner for safeguarding have failed to respond appropriately to a number of allegations of abuse made against practitioners. The management team have not kept accurate records of all allegations and have failed to notify Ofsted and other safeguarding agencies of some of them. Not all practitioners have a secure knowledge of new safeguarding legislation and the possible signs of child abuse to help protect children from harm. A range of policies and procedures is in place. However, these do not include a procedure to follow in the event of an allegation made against a practitioner. Risk assessments are not effective. Consequently, children's safety is compromised. For example, floor standing fans with trailing wires are positioned in the younger children's room and cleaning materials are within reach of children in the rear outdoor area. There are inconsistencies in the recording of children's hours of attendance across the nursery. Therefore, in the event of an emergency evacuation not all children are able to be accounted for. However, at the time of inspection practitioners deploy themselves well to maintain the required adult to child ratios. The manager monitors practitioners' performance through observing their practice and regular supervisions meetings. However, she has failed to identify weaknesses in their safeguarding practice. She does not provide them with professional development targets or a clear support plan. This means that opportunities for practitioners to continue to develop their knowledge and raise the quality of teaching to an excellent standard are not secure. There is an effective system in place to prevent children exiting the premises and unauthorised visitors entering. Practitioners respond to and make an accurate record of all children's accidents. These are shared with parents in a timely manner to help ensure that children continue to receive any ongoing care, if required. A development plan is in place to help the continuous improvement of some areas of the nursery. However, self-evaluation is not effective in identifying and prioritising weaknesses to meet all requirements. The manager thoroughly monitors children's progress in all areas of learning, including specific groups of children. Swift action is taken to address any gaps in children's learning. Effective partnership working with other settings that children attend supports their continuity of learning.

Quality of teaching, learning and assessment is good

Babies enjoy using their hands to explore the texture of paint. Practitioners support their communication and language skills well. They introduce them to new words and consistently respond to their babbles. Younger children develop a real love of books; they share these with their friends, talking about the characters on the pages. Practitioners' genuine praise and interest in children's achievements motivates them to solve problems. They learn to solve mathematical problems and spontaneously use number names in their play. Children work out, through trial and error, how to make complex structures, such as castles, using different shaped connecting bricks. Older children use their vivid imaginations to act out previous experiences, such as recent holidays. They use rulers to measure and compare different sized wooden blocks and learn how to use equipment, such as a spirit level. Practitioners keep parents informed about children's progress and

provide good ideas to support learning at home. Parents state that practitioners really know their children's needs well.

Personal development, behaviour and welfare are inadequate

The management team and practitioners' inconsistent knowledge of safeguarding requirements compromises children's well-being. Children enjoy a range of nutritious meals and snacks. However, drinking water is not available at all times. This is especially relevant during periods of warm weather to ensure that children remain well hydrated. Children form secure relationships with their key person, which help to foster their emotional security. For example, babies respond well to their key person's reassuring cuddles. Practitioners provide consistent guidelines for behaviour throughout the nursery. Children learn boundaries and demonstrate an understanding of the need to support and respect each other and their environment. Younger children are beginning to negotiate their own minor conflicts. The inviting front and rear outdoor areas provide all children with good opportunities to develop their physical skills. In addition, weekly sports sessions run by a visiting specialist outside agency help children to develop their fitness, strength and stamina.

Outcomes for children are good

All children make good progress from their individual starting points. Children develop good independent skills from a young age. For instance, practitioners encourage babies to wipe their own hands and faces after eating. Carefully planned experiences help older children feel confident to share their positive feelings about their move to school with authorised visitors. This helps children to develop the skills required for their next stage of learning or in preparation for starting school.

Setting details

Unique reference number	EY376935
Local authority	Hertfordshire
Inspection number	1055915
Type of provision	Full-time provision
Day care type	Childcare - Non-Domestic
Registers	Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register
Age range of children	0 - 8
Total number of places	38
Number of children on roll	70
Name of registered person	Tiny Toes Nursery Limited
Registered person unique reference number	RP906970
Date of previous inspection	21 February 2013
Telephone number	01992 450 437

Tiny Toes Nursery LTD (Hoddesdon) was registered in 2005. It is privately owned and employs 15 members of childcare practitioners. Of these, 13 hold qualifications at level 2 and above. The manager holds early years professional status. The nursery opens from Monday to Friday all year round. Sessions are from 7.30am until 6.30pm. The nursery provides funded early education for two-, three- and four-year-old children.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

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